



PROMISING PRACTICE

Training and Supportive Services

The Connecticut Health Careers Advancement Project (Health CAP) at Eastern Connecticut Workforce Investment Board (EWIB)

Franklin, CT

On the Job Training programs bridge the gap between employers and the talent pool in Connecticut.



Eastern Connecticut Workforce Investment Board (EWIB) paves the way with a new On the Job Training (OJT) incentive program.

Connecticut Health Careers Advancement Project (Health CAP) at EWIB put a new spin on OJT. By restructuring training, Health CAP goes the extra mile for program participants. HPOG funding allows Health CAP to reimburse employers for the trainer's, and not the employee's time. This encourages employers to hire a participant who may have been otherwise overlooked.

Healthcare Navigators choose OJT candidates on a case-by-case basis. As training nears completion, approved participants are referred to the Job Developer. Developers dedicate their time with the referred participants to supporting the hiring and career development process. They review resumes, job locations, and barriers, such as issues with transportation, childcare, and their schedules.

Participants often attend further workshops at American Job Centers (AJC). Participants prepare to meet employers by attending lectures like "Interviewing Skills" and "Creating a

Job Search 'Elevator Pitch'." After proper preparation, the Job Developer sends applications and resumes to potential employers.

Health CAP's commitment to the new hire doesn't end with OJT. Job Developers keep in touch with employers. Health CAP knows that with a new job, comes a lot of stress, and they offer support to both the employer and new hire.

OJT is also used as the catalyst to the "Career Pathway" conversation. Health CAP works with employers to understand what skills are required of a new hire. Health CAP funding is also available for participants who want to continue training and potentially increase their value as an employee, leading to a wage increase. Partner employers have rated the OJT program a success.

"The Director of Nursing Staff and I feel incredibly fortunate to have been given the opportunity, in our first experience with the HPOG OJT program, to train and hire such an enthusiastic employee, someone who comes to work with a great attitude every day and is highly-regarded by residents and co-workers alike."

- Tamara Charron, Payroll/HR Coordinator at Pierce Memorial Baptist Home in Brooklyn, CT

This Promising Practice was self-identified by the grantee and information contained in this document was provided by the grantee.